AMENDMENTS TO THE CLAIMS

1. (Currently Amended) A guidance method of maintaining goals-using a computer system with at least first and second goal types so as to promote goal alignment, the guidance method comprising:

providing a first rule for relationships between goals of the first goal type;

providing a second rule for relationships between goals of the first goal type and goals of the second goal type;

storing a primary goal of the first goal type;

determining content for a user interface, based on the first and second rules, such that the content directs a user of the user interface in generation of content of a secondary goal of the second goal type that causes alignment of the secondary goal with the primary goal of the first goal type;

performing using a computer system:

storing the secondary goal of the second goal type;

determining, with the computer system, if the primary goal has been modified;

~~upon modification of~~ executing goal alignment code to (i) check for primary goal and secondary goal alignment and ,when the primary goal is modified, (ii) ~~generating~~ generate an alignment warning with the computer system to provide notice regarding alignment between the modified primary goal and the secondary goal, wherein ~~generating~~ to generate an alignment warning comprises generating an alignment warning for display to alert a viewer of the display of the alignment warning.

2. (Previously Presented) The method of Claim 1, further comprising: activating a wizard, wherein:

determining content for the user interface comprises automatically customizing content for a screen capable of being displayed by the wizard, based on at least one of the first rule and the second rule, to direct the user of the user

interface in the generation of the content of the secondary goal that results in alignment of the secondary goal with the primary goal.

3. (Previously Presented) The method of Claim 2, further comprising:

activating the wizard in response to a request from a user to modify the secondary goal;

prompting the user to select a team to be associated with the secondary goal from a drop-down list of teams; and

prompting the user to select a parent goal for the secondary goal from a list showing all team goals linked to the selected team.

4. (Previously Presented) The method of Claim 3, further comprising:

in response to modification of the secondary goal, automatically determining whether a child goal exists for the secondary goal; and

in response to determining that the child goal does exist, automatically flagging the child goal to cause a user interface for an owner of that child goal to indicate that the child goal should be checked for alignment.

5. (Original) The method of Claim 4, further comprising:

determining that the owner has verified the alignment of the child goal; and

in response to determining that the owner has verified the alignment, automatically unflagging the child goal.

6. (Previously Presented) The method of Claim 5, wherein determining content for the user interface comprises automatically flagging the secondary goal for supervisory approval in response to determining that the user has a supervisor.

7. (Previously Presented) The method of Claim 6, wherein determining content for the user interface comprises:

populating objects for a graphical user interface with alignment information and warnings; and

providing connections to tools for checking alignment.

8. (Original) The method of Claim 7, wherein populating objects for a graphical user interface with alignment information and warnings comprises specifying an appearance for at least one of a manager warning object, a feedback warning object, and an alignment warning object.

9. (Original) The method of Claim 8, wherein specifying an appearance for at least one of a manager warning object, a feedback warning object, and an alignment warning object comprises highlighting the alignment warning object in response to determining that the parent goal has been modified.

10. (Previously Presented) The method of Claim 8, wherein specifying an appearance for at least one of a manager warning object, a feedback warning object, and an alignment warning object comprises highlighting the manager warning object in response to determining that a supervisor has provided feedback pertaining to the secondary goal.

11. (Original) The method of Claim 7, wherein:

providing connections to tools for checking alignment comprises providing an alignment warning object; and

the method further comprises displaying an interface for viewing the parent goal, in response to selection of the alignment warning object.

12. (Previously Presented) The method of Claim 7, wherein determining content for the user interface further comprises providing an evaluation status object that indicates whether a supervisor has evaluated the secondary goal.

13. (Previously Presented) The method of Claim 12, wherein determining content for the user interface further comprises providing an evaluation summary object that reflects evaluation results relating to at least one of importance and effectiveness of the secondary goal.

14.-55. (Canceled)

56. (Previously Presented) The method of Claim 1 wherein generation of content of a secondary goal of the second goal type that causes alignment of the secondary goal with the primary goal of the first goal type comprises generation of the content of the secondary goal that results in realization of at least part of the primary goal.

57. (Currently Amended) A computer system comprising:

a processor; and

a memory, coupled to the processor, having code stored therein and executable by the processor for:

providing a first rule for relationships between goals of the first goal type;

providing a second rule for relationships between goals of the first goal type and goals of the second goal type;

storing a primary goal of the first goal type;

determining content for a user interface, based on the first and second rules, such that the content directs a user of the user interface in generation of content of a secondary goal of the second goal type that causes alignment of the secondary goal with the primary goal of the first goal type;

storing the secondary goal of the second goal type;

determining, with the computer system, if the primary goal has been modified; and

~~upon modification of~~ executing goal alignment code to (i) check for primary goal and secondary goal alignment and ,when the primary goal is modified, (ii) ~~generating~~ generate an alignment warning with the computer system to provide notice regarding alignment between the modified primary goal and the secondary goal, wherein ~~generating~~ to generate an alignment warning comprises generating an alignment warning for display to alert a viewer of the display of the alignment warning.

58. (Previously Presented) The computer system of Claim 57 wherein the code is further configured for:

activating a wizard; and

wherein the code for determining content for a user interface is further configured for automatically customizing content for a screen capable of being displayed by the wizard, based on at least one of the first rule and the second rule, to direct the user of the user interface in the generation of the content of the secondary goal that results in alignment of the secondary goal with the primary goal.

59. (Previously Presented) The computer system of Claim 58 wherein the code is further configured for:

activating the wizard in response to a request from a user to modify the secondary goal;

prompting the user to select a team to be associated with the secondary goal from a drop-down list of teams; and

prompting the user to select a parent goal for the secondary goal from a list showing all team goals linked to the selected team.

60. (Previously Presented) The computer system of Claim 59 wherein the code is further configured for:

in response to modification of the secondary goal, automatically determining whether a child goal exists for the secondary goal; and

in response to determining that the child goal does exist, automatically flagging the child goal to cause a user interface for an owner of that child goal to indicate that the child goal should be checked for alignment.

61. (Previously Presented) The computer system of Claim 60 wherein the code is further configured for:

determining that the owner has verified the alignment of the child goal; and

in response to determining that the owner has verified the alignment,

automatically unflagging the child goal.

62. (Previously Presented) The computer system of Claim 61 wherein the code for determining content for the user interface is further configured for automatically flagging the secondary goal for supervisory approval in response to determining that the user has a supervisor.

63. (Previously Presented) The computer system of Claim 62 wherein the code for determining content for the user interface is further configured for:

populating objects for a graphical user interface with alignment information and warnings; and

providing connections to tools for checking alignment.

64. (Previously Presented) The computer system of Claim 63 wherein the code for populating objects for a graphical user interface with alignment information and warnings is further configured for specifying an appearance for at least one of a manager warning object, a feedback warning object, and an alignment warning object.

65. (Previously Presented) The computer system of Claim 64 wherein the code for specifying an appearance for at least one of a manager warning object, a feedback warning object, and an alignment warning object is further configured for highlighting the alignment warning object in response to determining that the parent goal has been modified.

66. (Previously Presented) The computer system of Claim 64 wherein the code for specifying an appearance for at least one of a manager warning object, a feedback warning object, and an alignment warning object comprises is further configured for highlighting the manager warning object in response to determining that a supervisor has provided feedback pertaining to the secondary goal.

67. (Previously Presented) The computer system of Claim 63 wherein the code is further configured for:

providing connections to tools for checking alignment comprises providing an alignment warning object; and

the code is further configured for displaying an interface for viewing the parent goal, in response to selection of the alignment warning object.

68. (Previously Presented) The computer system of Claim 63 wherein the code for determining content for the user interface is further configured for providing an evaluation status object that indicates whether a supervisor has evaluated the secondary goal.

69. (Previously Presented) The computer system of Claim 68 wherein the code for determining content for the user interface is further configured for providing an evaluation summary object that reflects evaluation results relating to at least one of importance and effectiveness of the secondary goal.

70. (Previously Presented) The computer system of Claim 57 wherein generation of content of a secondary goal of the second goal type that causes alignment of the secondary goal with the primary goal of the first goal type comprises generation of the content of the secondary goal that results in realization of at least part of the primary goal.

71. (Currently Amended) A tangible, non-transitory computer readable medium comprising code stored therein and executable by a processor, wherein the code is configured for:

providing a first rule for relationships between goals of the first goal type;

providing a second rule for relationships between goals of the first goal type and goals of the second goal type;

storing a primary goal of the first goal type;

determining content for a user interface, based on the first and second rules, such that the content directs a user of the user interface in generation of content of a secondary goal of the second goal type that causes alignment of the secondary goal with the primary goal of the first goal type;

storing the secondary goal of the second goal type;

determining, with the computer system, if the primary goal has been modified; and

~~upon modification of~~ executing goal alignment code to (i) check for primary goal and secondary goal alignment and ,when the primary goal is modified, (ii) ~~generating~~ generate an alignment warning with the computer system to provide notice regarding alignment between the modified primary goal and the secondary goal, wherein ~~generating~~ to generate an alignment warning comprises generating an alignment warning for display to alert a viewer of the display of the alignment warning.

72. (Previously Presented) The tangible, non-transitory computer readable medium of Claim 71 wherein the code is further configured for:

activating a wizard; and

wherein the code for determining content for a user interface is further configured for automatically customizing content for a screen capable of being displayed by the wizard, based on at least one of the first rule and the second rule, to direct the user of the user interface in the generation of the content of the secondary goal that results in alignment of the secondary goal with the primary goal.

73. (Previously Presented) The tangible, non-transitory computer readable medium of Claim 72 wherein the code is further configured for:

activating the wizard in response to a request from a user to modify the secondary goal;

prompting the user to select a team to be associated with the secondary goal from a drop-down list of teams; and

prompting the user to select a parent goal for the secondary goal from a list showing all team goals linked to the selected team.

74. (Previously Presented) The tangible, non-transitory computer readable medium of Claim 73 wherein the code is further configured for:

in response to modification of the secondary goal, automatically determining whether a child goal exists for the secondary goal; and

in response to determining that the child goal does exist, automatically flagging the child goal to cause a user interface for an owner of that child goal to indicate that the child goal should be checked for alignment.

75. (Previously Presented) The tangible, non-transitory computer readable medium of Claim 74 wherein the code is further configured for:

determining that the owner has verified the alignment of the child goal; and

in response to determining that the owner has verified the alignment, automatically unflagging the child goal.

76. (Previously Presented) The tangible, non-transitory computer readable medium of Claim 75 wherein the code for determining content for the user interface is further configured for automatically flagging the secondary goal for supervisory approval in response to determining that the user has a supervisor.

77. (Previously Presented) The tangible, non-transitory computer readable medium of Claim 76 wherein the code for determining content for the user interface is further configured for:

populating objects for a graphical user interface with alignment information and warnings; and

providing connections to tools for checking alignment.

78. (Previously Presented) The tangible, non-transitory computer readable medium of Claim 77 wherein the code for populating objects for a graphical user interface with alignment information and warnings is further configured for specifying an appearance for at least one of a manager warning object, a feedback warning object, and an alignment warning object.

79. (Previously Presented) The tangible, non-transitory computer readable medium of Claim 78 wherein the code for specifying an appearance for at least one of a manager warning object, a feedback warning object, and an alignment warning object is further configured for highlighting the alignment warning object in response to determining that the parent goal has been modified.

80. (Previously Presented) The tangible, non-transitory computer readable medium of Claim 79 wherein the code for specifying an appearance for at least one of a manager warning object, a feedback warning object, and an alignment warning object comprises is further configured for highlighting the manager warning object in response to determining that a supervisor has provided feedback pertaining to the secondary goal.

81. (Previously Presented) The tangible, non-transitory computer readable medium of Claim 77 wherein the code is further configured for:

providing connections to tools for checking alignment comprises providing an alignment warning object; and

the code is further configured for displaying an interface for viewing the parent goal, in response to selection of the alignment warning object.

82. (Previously Presented) The tangible, non-transitory computer readable medium of Claim 77 wherein the code for determining content for the user interface is further configured for providing an evaluation status object that indicates whether a supervisor has evaluated the secondary goal.

83. (Previously Presented) The tangible, non-transitory computer readable medium of Claim 82 wherein the code for determining content for the user interface is further configured for providing an evaluation summary object that reflects evaluation results relating to at least one of importance and effectiveness of the secondary goal.

84. (Previously Presented) The tangible, non-transitory computer readable medium of Claim 71 wherein generation of content of a secondary goal of the second goal type that causes alignment of the secondary goal with the primary goal of the first goal type comprises generation of the content of the secondary goal that results in realization of at least part of the primary goal.

85. (Previously Presented) The method of Claim 1 wherein generating an alignment warning comprises presenting a message on a computer display.